THE CITY OF MINNEAPOLIS

and

THE POLICE OFFICERS' FEDERATION OF MINNEAPOLIS

MEMORANDUM OF AGREEMENT AND UNDERSTANDING INITIATION OF GRIEVANCES

RECITALS

- A. WHEREAS, the City of Minneapolis (hereinafter "Employer") and the Police Officers' Federation of Minneapolis (hereinafter "Federation") are parties to a Collective Bargaining Agreement (hereinafter "Labor Agreement") that is currently in force, and
- B. WHEREAS, Article 5, Section 5.4 of the Labor Agreement sets forth the manner by which disciplinary and non-disciplinary grievances shall be commenced and shall moved to subsequent steps in the grievance process; and whereas,
- C. The parties desire to provide for a uniform manner of commencing and moving all grievances through the grievance process;
- D. NOW THEREFORE, the parties, agree to amend the Labor Agreement on the following terms:

AGREEMENT

1. All grievances, whether disciplinary or non-disciplinary, shall be commenced at Step Two of the Grievance Procedure and shall be commenced by submission of the parties' standard grievance form to the Assistant Chief of Police, with a copy of the grievance being

provided to the Chief of Police or his/her designee, the Director of Labor Relations and the Commander of Internal Affairs.

- 2. Relative to the initiation of a grievance, the timeliness and responsibilities contained in Step 1 shall continue to apply.
- The Labor Agreement remains in full force and effect, except as expressly 3. modified by this Memorandum.

FOR THE CITY OF MINNEAPOLIS:

FOR THE FEDERATION:

Director, Employer/Employee Relations

John C. Delmonico

Date

President, Police Federation

Timothy/Dolan

Chief of Police

Date

Attorney for Police Federation